

FIA

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Public Safety Salaries Trends

In light of the September 11, 2001 tragedy, we researched our survey database to analyze the impact on public safety salaries. We developed this extensive database on salary information in government systems from the numerous compensation surveys that we conduct each year.

We compared salaries in 2001 (prior to September 11), with salaries after September 11. Within this database, both small and large cities/counties are represented, as well as cities/counties of all geographic locations of the United States (Northwest, West, Southwest, Midwest, Southeast and Northeast). All salary figures were adjusted to a National average so as not to be impacted by geographic differences among specific cities and locations. All salary figures were also trended forward to be effective April 1, 2002 in order to account for normal structure movement and normal increases in salaries.

Our findings reveal that since last year (prior to September 11th), these salaries have increased at rates greater than normal annual adjustment increase amounts. Specifically, while Police jobs did not increase significantly, Fire jobs did. Below is a table showing the percentage increase in median actual salaries by job.

Fire Division Chief	16.8%
Fire Chief	17.6%
Police Officer, Intermediate Level	1.5%
Police Sergeant	1.9%
Police Lieutenant	8.4%
Police Chief	4.1%

As we expected, Firefighters showed the highest increase. Because these figures only reflect the increase in actual salaries from one year to the next, emphasis should not be placed on this increase figure alone. Actual median salaries should be referenced and compared to your organization's actual salaries to determine if your salaries are competitive with the current market.

Listed below are the median actual salaries prior to September 11 and post September 11 for the public safety jobs. Remember that these salary figures are on a national basis and effective for April 1, 2002.

Prior to 9/11 Post 9/11

Firefighter, Intermediate Level	\$35,352	\$43,842
Firefighter, Senior Level	\$42,126	\$48,088
Fire Captain	\$57,982	\$66,727
Fire Division Chief	\$55,052	\$64,323
Fire Chief	\$92,597	\$108,874

Firefighter, Intermediate Level
24.0%

Firefighter, Senior Level
14.2%

Fire Captain 15.1%

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Prior to 9/11 Post 9/11

Police Officer, Intermediate Level
\$45,302 \$45,976

Police Sergeant
\$57,470 \$58,557

Police Lieutenant
\$61,619 \$66,781

Police Chief
\$101,144 \$105,277

While we have attempted to be consistent in analyzing these data on a standardized basis, these findings may reflect many varying factors that always affect increases and rates. Every organization grants increases based on their own pay philosophies and economic conditions, and many factors contribute to salary rates such as turnover, longevity, performance, union negotiations etc.

As cited in two recent post-September 11 surveys published by WorldAtWork and Unifi, the total salary budget increase estimates for 2002 decreased from 4% to 3%. The surveys also cited that 88% of employees will receive a base salary increase in 2002.

About our Survey Database:

Our survey database contains information for 97 benchmarks (jobs that are common to most government organizations), in 29 job families. It encompasses nine different types of public sector entities of varying size and geographic location. Each benchmark within our database has been internally evaluated using our own proprietary job evaluation methodology, so that given either a

title or a job evaluation rating, we are able to reference comparable market data for your organization. We have found this database to be a valuable resource for obtaining either a single market figure for any given job within an organization, or, once a custom survey has been conducted, for supplementing benchmarks that are lacking in data.

How We can Assist Your Organization:

With the employment cost index going up by 3-4% per year, and the effects of September 11, 2001, it is critical to keep your salary structure up to date with these changing and uncertain conditions.

Fox Lawson & Associates conducts over 30 compensation surveys for organizations each year. We can conduct a customized survey for your organization, by collecting both salary and benefits information for selected benchmark jobs. If you don't wish to conduct a custom survey, or do not have the funds appropriated to do so, your organization's salary structure should at least be adjusted to reflect market salary structure movement trends. We have these trend figures for all geographic areas and would be able to adjust your current structure by the appropriate amount and provide you with an updated salary structure reflecting market movement trends.

Should you desire our assistance in either researching our existing survey database, or in conducting a salary survey, or in only updating your current structure, please contact us.